



State of California
Employment Training Panel

Training Proposal for:
Empire Container Corporation
Agreement Type: **Small Business**
Agreement Number: **ET09-0206**

Panel Meeting of: **July 25, 2008**

ETP Regional Office: **North Hollywood**

Analyst: M. Tolentino

CONTRACTOR:

- Type of Industry: Manufacturing:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees:
 - California: 54
 - Worldwide: 54
 - Number to be trained: 52
- Turnover Rate: 5%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$74,360
- In Kind Contribution: \$73,000
- Average Cost per Trainee: \$1,430
- Post Retention Wage Range: \$14.02 to \$51.44 for all Job Numbers
- Health Benefits: \$2.01 per hour
- Occupations to be Trained: Administrative Staff, Customer Service Staff, Designer Staff, Owners, Sales Staff, Supervisor, Manager, Production Worker
- Training Menu:
 - ☒ Computer ☒ Management
 - ☐ Commercial ☒ Business
 - ☒ Cont. Improvement ☒ Other: Manufacturing
- Range of Hours: 8-120 Weighted Avg: 55
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Los Angeles
- Union Representation: ☐ Yes: ☒ No
- Subcontractors: Pacifico Group of Tarzana will perform administrative services for a fee not to exceed 8% of payment earned. Training subcontractors to be determined.
- Third Party Services: Pacifico Group also assisted in the development of this proposal for a flat fee of \$5,000.

INTRODUCTION

Empire Container Corporation (Empire) was founded in 1947 by Al and Pauline Eagle as Empire Bag Company. The company started as a “green” enterprise with its primary activity being the collection, cleaning, repairing, and recycling of used burlap produce bags. In the 50’s, the Eagle’s son, Lewis, joined the company and began to recycle boxes along with the bags. In 1961, the company changed its name to Empire Container Corporation. Over the years, Empire broadened its product line and expanded its production capabilities. This enabled the production of high quality graphics on packages. As Empire expanded, it never lost its green focus. Lewis, and later his brother Norman, always made sure that every scrap of waste or trim was recycled back into new paper products.

In 2007, the Eagle brothers sold the company to Hal Mottet and Don Simmons. Empire designs and manufactures corrugated packaging displays, industrial containers, cardboard counter displays, bulk boxes, cardboard sheets, marketing displays, pallet display, point of purchase displays, shipping containers, shipping boxes, and custom consumer packaging.

Company representatives state that ETP funds will allow Empire to implement a comprehensive training project designed to equip its workforce with the skills necessary to manage new equipment, successfully execute new business and lean manufacturing processes, improve customer service and value, and allow the company to move to a high performance workplace.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.